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Bureau of Labor Statistics

Philadelphia, Pa. 19106

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Internet address: <http://www.bls.gov/ro3/home.htm>

INFORMATION: Gerald Perrins  
(215) 597-3282

PLS - 3931

FOR RELEASE:

MEDIA CONTACT: Sheila Watkins  
(215) 861-5600

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## **AVERAGE ANNUAL PAY IN MARYLAND, 2001**

Annual pay in Maryland averaged \$38,237 in 2001, increasing 5.1 percent over the year, according to preliminary data from the U.S. Department of Labor's Bureau of Labor Statistics. Sheila Watkins, regional commissioner of the Bureau in Philadelphia, noted that Maryland's pay level was ninth highest among all the States and the District of Columbia and continued to exceed the national average, as it has since 1986.

This release provides the first annual data that uses the 2002 version of the North American Industry Classification System (NAICS) as the basis for the assignment and tabulation of economic data by industry. The NAICS structure is significantly different than that of the 1987 Standard Industrial Classification (SIC) system, which had been used for industry classification purposes until this year. This difference results in NAICS-based data that are not comparable with historical SIC-based data. For more information, see the Industry and the Change in Industry Classification Systems sections of this release.

Within the South Atlantic division<sup>1</sup>, pay levels exceeded the nationwide average of \$36,214 in the District of Columbia (\$56,024), Delaware (\$38,434), and Virginia (\$36,716), as well as in Maryland. In the remaining five states, annual pay ranged from \$27,982 in West Virginia to \$35,114 in Georgia. Annual pay in the South Atlantic grew at a 4.3 percent pace in 2001 compared to 2.5 percent nationally with all eight states and the District of Columbia surpassing the nationwide average. Growth in average annual pay ranged from 2.6 percent in Georgia to 5.8 percent in the District of Columbia. The District of Columbia's pay increase was the fastest in the nation, while Delaware and Maryland followed closely behind, ranking second and third, respectively.

Eight of the 14 areas in the U.S. where the average pay level surpassed the national average fell in a contiguous band along the east coast stretching from Massachusetts to Virginia. The five highest pay levels nationwide were in the District of Columbia (\$56,024), Connecticut (\$46,963), New York (\$46,664), Massachusetts (\$44,976), and New Jersey (\$44,285). (See chart A.) The five states with the lowest annual pay in 2001—Montana, South Dakota, North Dakota, Mississippi, and Arkansas—have posted the five lowest annual pay figures every year since 1988. Pay in those states ranged from \$25,194 to \$27,258. (See table 1.)

Nearly three-quarters of the 50 states and the District of Columbia had percentage increases in annual pay that exceeded the 2.5 percent growth rate for the nation. The top three in pay growth in the United States were all in the South Atlantic division. The District of Columbia had the fastest rate of gain at 5.8 percent, followed by Delaware (5.2 percent) and Maryland (5.1 percent). No other states in the country had percentage increases of 5 percent or more. At 0.2 percent, Idaho registered the smallest

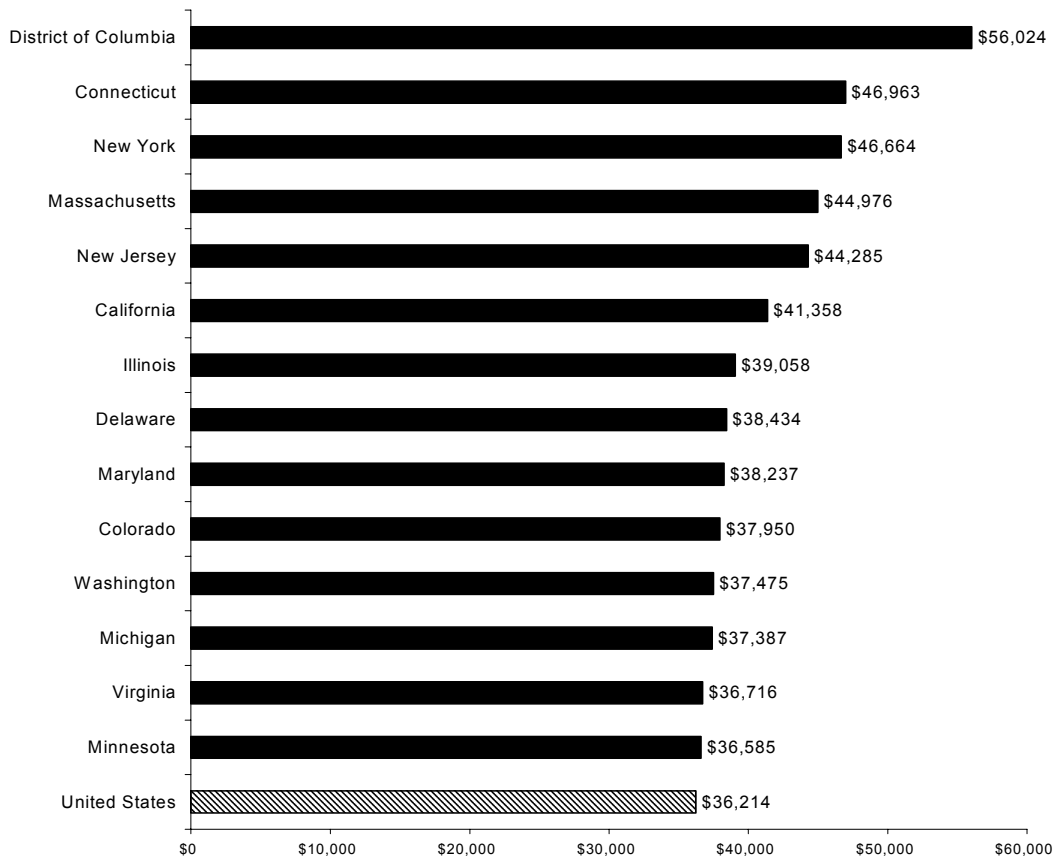
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<sup>1</sup> The South Atlantic division referenced in this release corresponds to the Census definition and is comprised of 8 states (Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia) and the District of Columbia.

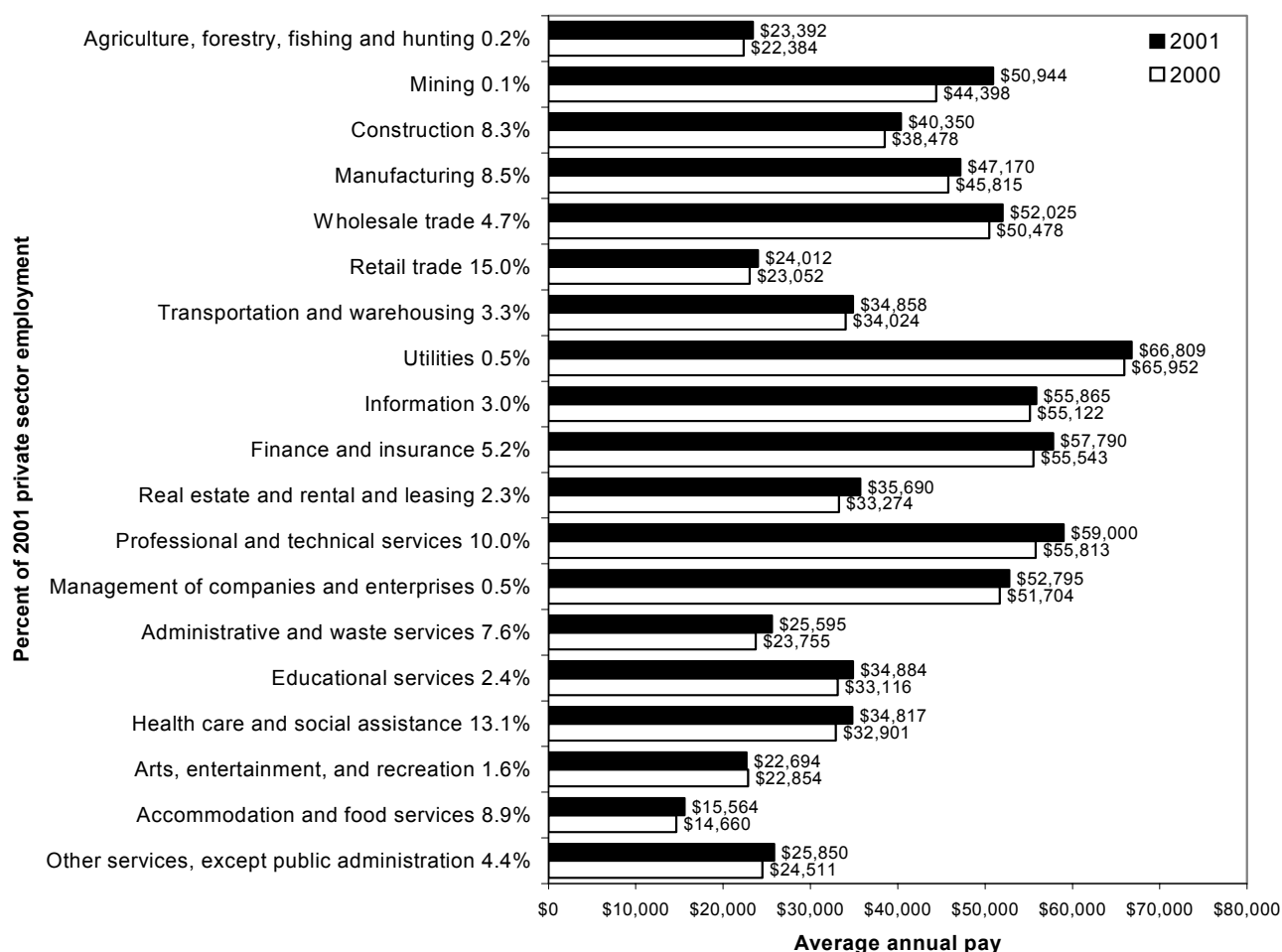
increase in pay. Other states with low rates of pay growth were California (0.4 percent) and Washington and Michigan (1.0 percent each). Oregon, New Jersey, and Massachusetts each grew by less than 2.0 percent. The 2001 growth rates for each of these states were lower than their 2000 pay growth. No state reported a decline in pay in 2001.

Annual pay data are compiled from reports submitted by employers subject to State and federal Unemployment Insurance (UI) laws which cover 129.7 million full- and part-time workers nationwide. Average annual pay is computed by dividing total annual payrolls of employees covered by UI programs by the average monthly number of these employees. (See Technical Note.) Pay differences among states reflect the varying composition of employment by occupation, industry, and hours of work, as well as other factors. Similarly, over-the-year pay changes may reflect shifts in these characteristics, as well as changes in the level of average pay.

**Chart A. Average annual pay for the District of Columbia and states exceeding U.S. level in 2001**



Annual pay in Maryland's private sector industries, which comprised 81.7 percent of the work force, averaged \$37,046 in 2001, increasing 4.6 percent over the year. (Private industry employment excludes government workers.) Retail trade was Maryland's largest industry division, accounting for 15.0 percent of all private sector employment, followed by health care and social assistance with 13.1 percent. (See chart B.) Percentage changes in average pay by industry division ranged from a 0.7 percent decline in arts, entertainment, and recreation to a 14.7 percent increase in mining. (See table 2.) Utilities was the highest paid industry, averaging \$66,809. Accommodation and food services, with a large percentage of part-time workers, was the lowest paid at \$15,564. Thirteen industries in Maryland had higher pay levels than in the United States as a whole. Annual pay in the remaining six industries—mining, transportation and warehousing, information, finance and insurance, management of companies and enterprises, and arts, entertainment, and recreation—fell below their respective U.S. industry average. Overall, private sector pay in Maryland was almost \$1,000 above the national level of \$36,159.

**Chart B. Percent of private sector employment in Maryland by industry in 2001**

Among Maryland's five metropolitan areas<sup>2</sup>, Washington, D.C.-Md.-Va.-W.V. led the State in pay averaging \$47,584 in 2001, eighth highest among the 318 metropolitan areas nationwide. It was one of 34 areas in the United States to exceed the metropolitan average of \$37,897 and along with Wilmington-Newark, Del.-Md., Atlanta, Ga. and Raleigh-Durham-Chapel Hill, N.C., one of four among the 63 areas in the South Atlantic division. (See table 3.) (The Washington, D.C. metro area includes Calvert, Charles, Frederick, Montgomery, and Prince George's Counties in Maryland.) Wilmington-Newark, Del.-Md. recorded the second highest pay level in Maryland at \$42,190, and ranked 21st nationwide, followed by Baltimore which averaged \$37,493 and ranked 39th. Hagerstown and Cumberland had the lowest average annual pay in Maryland at \$29,022 and \$25,504, respectively.

The rate of growth in pay from 2000 to 2001 varied among the State's metropolitan areas with only Hagerstown (2.1 percent) falling below the nationwide average for all metropolitan areas (2.4 percent). Wilmington-Newark, Del.-Md. led the State in growth in average annual pay with an increase of 6.4 percent from 2000 to 2001, seventh highest in the nation. Baltimore's pay grew at a 5.4 percent pace, followed by Washington's at 4.9 percent, and Cumberland's at 4.0 percent.

<sup>2</sup> Nationwide there are 318 metropolitan areas. The general concept of a metropolitan area is that of a core area containing a large population nucleus, together with adjacent communities that have a high degree of economic and social integration within that core. See Technical Note for criteria used in determining a metropolitan area.

Nationwide, San Jose, Calif., retained its position as the metropolitan area with the highest average annual pay (\$65,926), a position it has held since 1997. This area held this ranking despite experiencing the largest decline (-13.5 percent) in average annual pay among the 10 metropolitan areas with decreases in 2001. San Francisco, Calif., had the second highest pay level (\$59,761), followed by New York, N.Y. (\$58,963); New Haven-Bridgeport-Stamford-Waterbury-Danbury, Conn. (\$52,177); and Middlesex-Somerset-Hunterdon, N.J. (\$49,830). Pay levels in these five metropolitan areas ranged from 31 to 74 percent above the average for all metropolitan areas in the nation. Of the 318 metropolitan areas in the United States, only 34 reported pay levels above the national metropolitan average of \$37,897.

For the twelfth straight year, Jacksonville, N.C., had the lowest average annual pay among metropolitan areas (\$21,393). The second lowest pay occurred in Brownsville-Harlingen-San Benito, Tex. (\$22,146), followed by McAllen-Edinburg-Mission, Tex. (\$22,317), Yuma, Ariz. (\$22,482), and Myrtle Beach, S.C. (\$24,012). While the order of rankings has differed in prior years, these five metropolitan areas have had the lowest average annual pay since 1996. From 2000 to 2001, 90 metropolitan areas experienced less than average pay growth (2.4 percent). Of these, six areas had increases of approximately 1 percent, and 13 metropolitan areas experienced growth of less than 1 percent; one metropolitan area had no change. Ten areas reported declines in average annual pay. Two metropolitan areas reported declines of less than 1 percent in average annual pay, seven metropolitan areas reported declines of more than 1 percent but less than 10 percent, and one metropolitan area reported a decline of more than 10 percent.

Data are also available for the nation's 248 largest counties (those counties and independent cities with employment of 100,000 or more). Pay in all of Maryland's five large counties and the city of Baltimore ranged from \$45,892 in Montgomery County to \$36,240 in Baltimore County. All six of these areas recorded pay levels greater than the nationwide average of \$36,214.

The rate of pay growth in all of Maryland's large counties and the city of Baltimore exceeded the growth rate for the nation (2.5 percent). Two of these large counties, Baltimore County (6.2 percent) and Howard County (6.0 percent), ranked seventh and ninth highest in rate of pay growth. Growth rates in the four remaining large counties (Baltimore City, Montgomery County, Anne Arundel County, and Prince Georges County) were also strong, falling in a narrow range from 5.0 to 4.8 percent.

Nationwide, New York County, N.Y., comprised entirely of the borough of Manhattan, regained the top position among the highest paid large counties after losing it for the first time in 2000. This county led the nation with average annual pay of \$74,641. Santa Clara County, Calif., moved back into second place with average annual pay of \$65,926. Fairfield, Conn., was third with average annual pay of \$63,123. San Mateo, Calif., was fourth with \$62,509, followed by San Francisco, Calif., at \$61,122. There were 147 counties with pay levels below the national average. The lowest level of average annual pay was reported in Cameron County, Texas (\$22,146), followed by the counties of Hidalgo, Texas (\$22,317), Tulare, Calif. (\$24,706), El Paso, Texas (\$25,836), and Volusia, Fla. (\$26,093).

Lafayette County, La., led the nation in growth in average annual pay with an increase of 8.2 percent from 2000 to 2001. Dutchess County, N.Y., was second with 7.4 percent growth, followed by the counties of Escambia, Fla. (7.1 percent), Fresno, Calif. (6.6 percent), San Francisco, Calif., Will, Ill., and Baltimore, Md. (6.2 percent each). Fifteen large counties showed declines in average annual pay from 2000 to 2001. Santa Clara County, Calif., had the largest decrease, registering a 13.5 percent decline. Morris County, N.J., was second with a 10.9 percent decline, followed by the counties of San Mateo, Calif. (-6.8 percent), Washington, Ore. (-5.2 percent), and Ada, Idaho (-4.0 percent). These sharp declines in pay growth followed extraordinary growth in 2000. From 1999 to 2000, pay growth increased by 24.5 percent in Santa Clara County, 19.0 percent in Morris County, 30.2 percent in San Mateo County, 13.2 percent in Washington County, and 10.0 percent in Ada County.

## Change in Industry Classification Systems

Beginning with the release of data for 2001, publications presenting data from the Covered Employment and Wages program use the 2002 version of the North American Industry Classification System (NAICS) as the basis for the assignment and tabulation of economic data by industry. NAICS is the product of a cooperative effort on the part of the statistical agencies of the United States, Canada, and Mexico. Due to differences in NAICS and SIC structures, industry data for 2001 are not comparable to the SIC-based data for earlier years.

NAICS uses a production-oriented approach to categorize economic units. Units with similar production processes are classified in the same industry. NAICS focuses on **how** products and services are created, as opposed to the SIC focus on **what** is produced. This approach yields significantly different industry groupings than those produced by the SIC approach.

Data users will be able to work with new NAICS industrial groupings that better reflect the workings of the U.S. economy. For example, a new industry sector called *Information* brings together units which turn information into a commodity with units which distribute that commodity. *Information's* major components are publishing, broadcasting, telecommunications, information services, and data processing. Under the SIC system, these units were spread across the manufacturing, communications, business services, and amusement services groups. Another new sector of interest is *Professional and technical services*. This sector is comprised of establishments engaged in activities where human capital is the major input.

Users interested in more information about NAICS can access the Bureau of Labor Statistics Web page at <http://www.bls.gov/bls/NAICS.htm> and the Bureau of the Census Web page at <http://www.census.gov/epcd/www/naics.html>. The NAICS 2002 manual is available from the National Technical Information Service (NTIS) Web page at <http://www.ntis.gov/>.

## TECHNICAL NOTE

### Background

These data are the product of a federal-state cooperative program in which State Employment Security Agencies (SESAs) prepare summaries of employment and total pay of workers covered by Unemployment Insurance legislation. The summaries are a by-product of the administration of state unemployment insurance (UI) programs that require most employers to pay quarterly taxes based on the employment and wages of workers covered by UI. Data for 2001 are preliminary and subject to revision.

Effective January 2001, the CEW program began assigning Indian Tribal Councils and related establishments to local government ownership. This action by the Bureau of Labor Statistics (BLS) was in response to a change in federal law dealing with the way Indian Tribes are treated under the Federal Unemployment Tax Act (FUTA). This law requires federally recognized Indian Tribes to be treated similarly to state and local governments. In the past, the CEW program coded Indian Tribal Councils and related establishments in the private sector. As a result of the new law, CEW data will reflect significant shifts in employment and wages between the private sector and local government from 2000 to 2001. BLS incorporated this change in first quarter 2001 data because of the immediate effectiveness of the law, signed December 21, 2000. Data will also reflect industry changes. In addition to the change to local government, the industry codes of federally recognized Indian Tribal Councils were changed. Those accounts previously assigned to civic and social organizations were assigned to tribal governments. There were no required industry changes for related establishments owned by these Tribal Councils. These tribal business establishments continued to be coded according to the economic activity of that entity.

## Coverage

Employment and wage data for workers covered by state UI laws and for federal civilian workers covered by the Unemployment Compensation for Federal Employees (UCFE) program are compiled from quarterly contribution reports submitted to the SESAs by employers. In addition to the quarterly contribution reports, employers who operate multiple establishments within a state complete a questionnaire, called the "Multiple Worksite Report," which provides detailed information on the location and industry of each of their establishments. Average annual pay data are derived from summaries of employment and wages submitted by states to the Bureau of Labor Statistics. These reports are based on place of employment rather than place of residence.

UI and UCFE coverage is broad and basically comparable from state to state. In 2001, UI and UCFE programs covered workers in 129.7 million jobs. The estimated 124.8 million workers in these jobs (after adjustment for multiple jobholders) represented 99.7 percent of wage and salary civilian employment. Multiple jobholder estimates are produced by the Current Population Survey. Covered workers received \$4.695 trillion in pay, representing 94.8 percent of the wage and salary component of personal income and 46.6 percent of the gross domestic product.

Major exclusions from UI coverage during 2001 are self-employed workers, most agricultural workers on small farms, all members of the Armed Forces, elected officials in most states, most employees of railroads, some domestic workers, most student workers at schools, and employees of certain small nonprofit organizations.

## Concepts and methodology

Average annual pay was computed by dividing total annual pay of employees covered by UI programs by the average monthly number of these employees. In addition to salaries, average annual pay data include bonuses, the cash value of meals and lodging when supplied, tips and other gratuities, and, in some states, employer contributions to certain deferred compensation plans such as 401(k) plans, and stock options. Monthly employment is based on the number of workers who worked during or received pay for the pay period including the 12th of the month. With few exceptions, all employees of covered firms are reported, including production and sales workers, corporation officials, executives, supervisory personnel, and clerical workers. Workers on paid vacations and part-time workers also are included. Percent changes in average annual pay were computed using preliminary North American Industry Classification System (NAICS)-based 2000 data as the base. These preliminary NAICS-based 2000 data will differ from the Standard Industrial Classification (SIC)-based 2000 data previously published.

Average annual pay is affected by the ratio of full-time to part-time workers as well as the number of individuals in high-paying and low-paying occupations. When comparing average annual pay levels between industries and/or states, these factors should be taken into consideration. Annual pay data only approximate annual earnings because an individual may not be employed by the same employer all year or may work for more than one employer. Also, year-to-year changes in average annual pay can result from a change in the proportion of employment in high- and low-wage jobs, as well as from changes in the level of average annual pay.

In order to insure the highest possible quality of data, SESAs verify with employers and update, if necessary, the industry, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment classification codes resulting from the verification process are introduced with the data reported for the first quarter of the year. Changes resulting from improved employer reporting also are introduced in the first quarter. For these reasons, some data, especially at more detailed industry levels, may not be strictly comparable with earlier years.

A few covered employers provided insufficient information on the nature of their businesses to enable the SESA to assign a specific NAICS code. The establishments of these employers therefore could not be classified by industry sector. The wages for these nonclassifiable establishments, along with data for the agricultural division, are not shown separately, but are included in the averages for state and national totals.

The Office of Management and Budget (OMB) defines metropolitan areas for use in federal statistical activities and updates these definitions as needed each summer—data in this release use criteria established in definitions issued June 30, 1999 (OMB Bulletin No. 99-04). The 318 metropolitan areas in the United States are a compilation of a set of areas classified as Metropolitan Statistical Areas (MSAs), Primary Metropolitan Statistical Areas (PMSAs) and Consolidated Metropolitan Statistical Areas (CMSAs). Generally speaking, an MSA consists of one or more counties and meets specified size criteria—either it contains a city of at least 50,000 inhabitants, or it contains an urbanized area of at least 50,000 inhabitants, and has a total population of at least 100,000 (75,000 in New England). A CMSA is a metropolitan area that has a population of at least 1 million and has been divided into two or more PMSAs. The CMSA comprises the same geographic area as its constituent PMSAs which are loosely defined as free-standing areas that have a population of at least 100,000.

County definitions are assigned according to Federal Information Processing Standards Publications (FIPS PUBS) as issued by the National Institute of Standards and Technology, after approval by the Secretary of Commerce pursuant to Section 5131 of the Information Technology Management Reform Act of 1996 and the Computer Security Act of 1987, Public Law 104-106. Areas shown as counties include areas designated as independent cities in some jurisdictions, and, in Alaska, those designated as census areas where counties have not been created.

#### Additional statistics and other information

Additional average annual pay data (or Covered Employment and Wages data) is available on the BLS Internet site at <http://www.bls.gov/cew/home.htm>. Also, beginning in October 2002, quarterly data are available for selected CEW series. Data can be accessed in several ways, including *Selective Access*, which allows quick access to particular items, and the special request FTP service, which allows access to extensive collection of flat text files. The Philadelphia Information Office can provide assistance accessing these files by calling (215) 597-3282.

This news release, along with other BLS statistics and information, is available via the Internet at the BLS World Wide Web site <http://www.bls.gov/ro3/home.htm>.

BLS issues an annual report that provides data from state UI and UCFE programs. The comprehensive bulletin, Employment and Wages, Annual Averages, 2001, features information by detailed industry on establishments, employment, and wages for the nation and individually for each state. The report will be available for sale *early this year* from the Bureau of Labor Statistics Publications Sales Center, P.O. Box 2145, Chicago, Illinois 60690. Telephone orders using a credit card (MasterCard, VISA, Discover/NOVUS) or Government Printing Office Deposit Account are accepted at (312)353-1880 from 8 a.m. to 3 p.m. CT.

**Table 1. State average annual pay for 2000 and 2001 and percent change in pay for all covered workers<sup>1</sup>**

	Average annual pay <sup>2</sup>		Percent change, 2000-2001
	2000	2001	
UNITED STATES <sup>3</sup> .....	\$35,320	36,214	2.5
<b>South Atlantic Region<sup>4</sup></b>	<b>34,664</b>	<b>36,149</b>	<b>4.3</b>
Alabama .....	29,041	30,090	3.6
Alaska .....	35,144	36,140	2.8
Arizona .....	32,610	33,408	2.4
Arkansas .....	26,317	27,258	3.6
California .....	41,207	41,358	0.4
Colorado .....	37,168	37,950	2.1
Connecticut .....	45,486	46,963	3.2
<b>Delaware.....</b>	<b>36,535</b>	<b>38,434</b>	<b>5.2</b>
<b>District of Columbia.....</b>	<b>52,965</b>	<b>56,024</b>	<b>5.8</b>
<b>Florida .....</b>	<b>30,560</b>	<b>31,551</b>	<b>3.2</b>
<b>Georgia.....</b>	<b>34,214</b>	<b>35,114</b>	<b>2.6</b>
Hawaii .....	30,628	31,250	2.0
Idaho .....	27,701	27,765	0.2
Illinois .....	38,045	39,058	2.7
Indiana .....	31,030	31,778	2.4
Iowa .....	27,931	28,840	3.3
Kansas .....	29,361	30,153	2.7
Kentucky .....	28,800	30,017	4.2
Louisiana .....	27,888	29,134	4.5
Maine .....	27,664	28,815	4.2
<b>Maryland.....</b>	<b>36,395</b>	<b>38,237</b>	<b>5.1</b>
Massachusetts .....	44,168	44,976	1.8
Michigan .....	37,011	37,387	1.0
Minnesota .....	35,414	36,585	3.3
Mississippi .....	25,208	25,919	2.8
Missouri .....	31,384	32,422	3.3
Montana .....	24,272	25,194	3.8
Nebraska .....	27,693	28,375	2.5
Nevada .....	32,277	33,122	2.6
New Hampshire .....	34,736	35,479	2.1
New Jersey .....	43,676	44,285	1.4
New Mexico .....	27,498	28,698	4.4
New York .....	45,358	46,664	2.9
<b>North Carolina.....</b>	<b>31,068</b>	<b>32,026</b>	<b>3.1</b>
North Dakota .....	24,683	25,707	4.1
Ohio .....	32,508	33,280	2.4
Oklahoma .....	26,988	28,020	3.8
Oregon .....	32,776	33,203	1.3
Pennsylvania.....	34,015	34,976	2.8
Rhode Island .....	32,615	33,592	3.0
<b>South Carolina.....</b>	<b>28,179</b>	<b>29,253</b>	<b>3.8</b>
South Dakota .....	24,802	25,600	3.2
Tennessee .....	30,557	31,491	3.1
Texas .....	34,943	36,039	3.1
Utah .....	29,229	30,074	2.9
Vermont .....	28,914	30,240	4.6
<b>Virginia.....</b>	<b>35,172</b>	<b>36,716</b>	<b>4.4</b>
Washington .....	37,099	37,475	1.0
<b>West Virginia.....</b>	<b>26,888</b>	<b>27,982</b>	<b>4.1</b>
Wisconsin .....	30,694	31,556	2.8
Wyoming .....	26,836	28,025	4.4

<sup>1</sup> Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs.

<sup>2</sup> Data are preliminary.

<sup>3</sup> Totals for the United States do not include data for Puerto Rico and the Virgin Islands.

<sup>4</sup> The 8 states and the District of Columbia comprising the South Atlantic division are in bold-face type.



**Table 2. State and industry average annual pay in the U.S. and Maryland for 2000 and 2001 and percent change in pay for all covered workers<sup>1</sup>**

State and industry	Average annual pay <sup>2</sup>		Percent change, 2000-2001
	2000	2001 <sup>3</sup>	
<b>United States</b>			
Total Private <sup>4</sup> .....	\$35,333	\$36,159	2.3
Agriculture, forestry, fishing, and hunting.....	19,435	20,195	3.9
Mining .....	57,963	59,724	3.0
Construction .....	36,899	38,415	4.1
Manufacturing .....	42,989	42,975	0.0
Wholesale trade.....	48,043	48,789	1.6
Retail trade.....	21,915	22,670	3.4
Transportation and warehousing.....	35,106	36,187	3.1
Utilities.....	63,034	65,582	4.0
Information.....	58,180	57,171	-1.7
Finance and insurance.....	60,714	63,707	4.9
Real estate and rental and leasing...	31,704	32,870	3.7
Professional and technical services..	58,043	58,758	1.2
Management of companies and enterprises.....	69,520	69,069	-0.6
Administrative and waste services...	23,066	24,435	5.9
Educational services.....	30,794	32,062	4.1
Health care and social assistance....	31,376	32,811	4.6
Arts, entertainment, and recreation...	24,432	25,328	3.7
Accommodation and food services...	13,350	13,669	2.4
Other services, except public administration.....	22,328	23,222	4.0
<b>Maryland</b>			
Total Private <sup>5</sup> .....	35,407	37,046	4.6
Agriculture, forestry, fishing, and hunting.....	22,384	23,392	4.5
Mining .....	44,398	50,944	14.7
Construction .....	38,478	40,350	4.9
Manufacturing .....	45,815	47,170	3.0
Wholesale trade.....	50,478	52,025	3.1
Retail trade.....	23,052	24,012	4.2
Transportation and warehousing.....	34,024	34,858	2.5
Utilities.....	65,952	66,809	1.3
Information.....	55,122	55,865	1.3
Finance and insurance.....	55,543	57,790	4.0
Real estate and rental and leasing...	33,274	35,690	7.3
Professional and technical services..	55,813	59,000	5.7
Management of companies and enterprises.....	51,704	52,795	2.1
Administrative and waste services...	23,755	25,595	7.7
Educational services.....	33,116	34,884	5.3
Health care and social assistance....	32,901	34,817	5.8
Arts, entertainment, and recreation...	22,854	22,694	-0.7
Accommodation and food services...	14,660	15,564	6.2
Other services, except public administration.....	24,511	25,850	5.5

<sup>1</sup> Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs.

<sup>2</sup> Data are preliminary.

<sup>3</sup> Data reflect the movement of Indian Tribal Council establishments from private industry to the public sector. Effective with 2001, federally recognized Tribal Councils and their establishments were moved into local government. See Technical Note.

<sup>4</sup> Totals for the United States do not include data for Puerto Rico and the Virgin Islands.

<sup>5</sup> Includes other industries, not shown separately.

**Table 3. Average annual pay for 2000 and 2001 for all covered workers<sup>1</sup> in Maryland by metropolitan area**

Metropolitan areas <sup>2</sup>	Average annual pay <sup>3</sup>			National ranking <sup>5</sup> by level of annual average pay, 2001
	2000	2001 <sup>4</sup>	Percent change, 2000-2001 <sup>4</sup>	
All U.S. metropolitan areas .....	\$37,017	\$37,897	2.4	---
Baltimore, MD.....	35,577	37,493	5.4	39
Cumberland, MD-WV.....	24,532	25,504	4.0	295
Hagerstown, MD.....	28,414	29,022	2.1	196
Washington, DC-MD-VA-WV.....	45,374	47,584	4.9	8
Wilmington-Newark, DE-MD	39,670	42,190	6.4	21

<sup>1</sup> Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs.

<sup>2</sup> Includes data for Metropolitan Statistical Areas and Primary Metropolitan Statistical Areas as of June 1999. See Technical Note.

<sup>3</sup> Annual pay levels for individual metropolitan areas have been adjusted to reflect noneconomic county reclassification where applicable.

<sup>4</sup> Data are preliminary.

<sup>5</sup> Rankings are based on a comparison of data for 318 metropolitan areas nationwide. Data for metropolitan areas in all 50 states are included in this release.

**Table 4. County rankings of employment and average annual pay for 2001 and 2000-2001 percent changes for all covered workers<sup>1</sup> in Maryland by largest counties**

County <sup>2</sup>	Employment <sup>3</sup>		Average annual pay <sup>3</sup>		
	2001	Net change 2000- 2001 <sup>4</sup>	2001	Ranked by 2001 level	Ranked by percent change 2000-2001 <sup>5</sup>
United States .....	--	--	\$36,214	--	--
Anne Arundel.....	200,180	5,484	37,189	91	29
Baltimore.....	360,086	744	36,240	101	7
Howard.....	132,944	1,667	40,184	58	9
Montgomery.....	449,838	3,925	45,892	24	26
Prince Georges.....	305,191	2,715	38,831	68	31
Baltimore City.....	381,209	1,449	40,501	52	27

<sup>1</sup> Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs. The 248 largest U.S. counties comprise 66.2 percent of the total covered workers in the nation. Counties in all 50 states are included.

<sup>2</sup> Includes areas not officially designated as counties. See Technical Note.

<sup>3</sup> Data are preliminary.

<sup>4</sup> Net changes were computed from annual employment data adjusted for noneconomic county reclassifications. See Technical Note.

<sup>5</sup> Rankings for percent change in annual pay are based on the 248 counties that are comparable over the year.